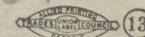


# CONVOY DISPATCH

VOICE OF THE TEAMSTER RANK AND FILE SINCE 1975

July-Aug. 1984  
No. 45

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Hundreds of Organizers Could Be Hired, But:

## IBT Salaries Top All Unions While Union Strength Slides

TDU research has uncovered 74 Teamster union officials who made over \$100,000 in salary from our dues in 1983. During that same time Jackie Presser surpassed his long time pal Harold Friedman to become the highest paid union official in the world, bagging over half a million dollars.

### "Taxation Without Representation"

Unfortunately, "you get what you pay for" doesn't work in this case. What kind of representation did Teamster members get for their money? Practically zero.

No positive legislative victory has

resulted over the last year due to the lobbying of the International Union. More freight companies have thrown thousands of Teamsters out of work by crying bankruptcy to avoid the union contract. Harassment has continued to run rampant at large and small companies alike, and Presser's only response to the worst situation in the trucking industry in decades has been to propose the disastrous "Relief Rider" to the NMFA that was defeated resoundingly by a vote of 94,000 to 13,000.

This year many more officials joined the "club," making the list bigger

than ever before. In 1981, 38 officials made over \$100,000. Now it's double that number, in just three years. Three years in which these same officials have shoved concessions down our throats. How much did these 74 officials rake in? A cool \$11,226,669!

### More Bang for the Bucks

Suppose for a moment that everyone in the "club" were paid half as much. They would still be the highest paid union officials in the world. And we would have saved \$5,613,334. What could we do with that money to benefit the members? \$5,613,334 a year could hire 200 good organizers in a major campaign to organize the unorganized in the trucking and warehouse industries. A campaign like this would protect the jobs of our members, help our embattled locals, and bring union protection to more workers. The only people who would *not* benefit from it (aside from some non-union employers) would be the members of this "club," and their greed is all that prevents this kind of positive program.

*Business Week* magazine researched the pay of top officers of other unions and found 37 who made over \$100,000. Most other unions pay at most one or two top officers as much as \$100,000. Major unions like the electrical workers and the autoworkers pay their presidents under \$100,000. Teamsters are paying twice as many fat salaries as the rest of the labor unions combined!

What is worse, most of the people in the "club" have other hidden fringe benefits such as the use of luxury jet

continued on page 12

CF, Smith's, Pilot:

## Article 32 Could Save Jobs

Article 32 of the NMFA is the key to providing thousands of prime union jobs with major trucking companies, but the International Union is refusing to use our union's power to enforce it. It's vital that concerned Teamsters be informed on what is happening and what can be done to correct it.

Consolidated Freightways owns Con Way Central and Con Way West, both non-union carriers. CF also uses owner operators to steal hundreds of jobs from their linehaul operations. Roadway operates Spartan non-union. Ryder/PIE operates Thurston, a large non-union outfit. Leaseway operates Leaseway Express non-union.

The list goes on and on, with a loss of thousands of union jobs at many of the largest, most profitable carriers in the country. In the June issue of the *Teamster Magazine* Jackie Presser stated that freight is the "#1 priority." How times change! Last year he signed the "relief rider" to supposedly create jobs by giving away the contract. But here is a way to create thousands of union jobs, while giving away nothing.

Article 32 of the NMFA (sub-contracting) is designed to protect jobs. In fact, Roy Williams, in his letter to all members in February, 1982, stated that improvements in Article 32 were a reason to vote for the contract!

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## JOIN TDU!

At a time when we need communication, organization, and most of all, unity, it's good to know we can count on TDU. We united to beat the relief rider, and we can do the same in the next contract. Join forces with your fellow rank and filers around the country and send in your TDU membership today.

—Konstantine Petros  
Roadway Steward  
Local 20, Toledo, Ohio

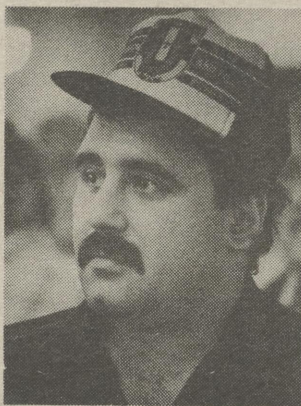


photo by Bob Gumpert

### TDU Membership Application

Name \_\_\_\_\_ Local Union # \_\_\_\_\_

Address \_\_\_\_\_

City \_\_\_\_\_ State/Prov. \_\_\_\_\_ Zip \_\_\_\_\_

Phone \_\_\_\_\_ Company \_\_\_\_\_

City ☐ Road ☐ Dock ☐ Clerical ☐ Warehouse ☐

Construction ☐ Production ☐ Other \_\_\_\_\_

☐ \$25 membership fee—for one year's membership & subscription to CONVOY DISPATCH.

☐ \$60 three year membership fee. (\$10 of this shall be rebated to the local chapter.)

☐ \$15 annual dues for spouses, retirees, and Teamsters who gross less than \$12,000 a year.

Return to: TDU, P.O. Box 10128, Detroit, Michigan 48210

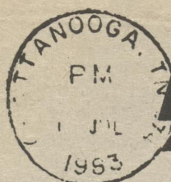
(TDU membership is kept confidential from employers and union officials.)

Teamsters For A Democratic Union  
P.O. Box 10128  
Detroit, Michigan 48210  
(313) 842-2600

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# From the Members

## Open Letter from Western States Members:

### "Most Important TDU Convention"

Dear Brothers and Sisters,

We are writing to urge all of you to attend the 9th annual TDU Rank & File Convention in Chicago on October 13-14, 1984.

This year's Convention is the most important Convention in our 8-year history. Now, more than ever, our movement can grow, in the west and throughout the entire country. Less than a year ago, members covered by the National Master Freight Agreement handed Jackie Presser a huge defeat, stopping his "Relief Rider" by a whopping 8 to 1 margin. Jackie is nervous because he knows that rank and file members are not going to sit still while he destroys our largest contracts.

Next year our biggest contracts are due to expire, including United Parcel Service, the NMFA, the master canner contract, carhaul, and others. As most of you know, our top officials rammed through a two-tier wage on our brothers and sisters at UPS in the last contract, and trucking companies continue to defy the Master Freight Agreement as our International leadership sits idly by.

#### A United Rank and File Can Turn the Tide

The defeat of the Relief Rider, though, has proven that a united rank and file can turn the tide. The Rank & File Convention can take us one step further. Instead of just stopping concessions, we have the potential strength to make positive gains in the next round of contract talks. To do this, we have to be organized, prepared and united. The place to prepare is the upcoming TDU Convention.

Each of us will be in Chicago on October 13-14. We want all of you to join us there. Presser is watching this Convention, and we have to show him our strength and our unity. You will meet hundreds of other reform-minded Teamsters, learn a lot, and on top of it, have a great time!

This is the most important TDU Convention ever and we should have more delegates than ever from the western states. In the past we have had roughly 40 delegates. To beat this, every chapter from Phoenix to Vancouver must send as many delegates as possible.

We will be in Chicago on October 13 and 14. We look forward to seeing you there!

In solidarity,

Bilal Chaka, Local 692, Yellow Freight, Long Beach, CA

Niambi Chaka, LA Chapter of TDU

Doug Allan, Local 208, Yellow Freight, Los Angeles, CA

Marilyn Allan, LA Chapter of TDU

Emil Abate, Local 853, Montgomery Ward, Oakland, CA

Manuel Diaz, Local 679, Del Monte, San Jose, CA

Charis Moore, Local 315, UPS, Oakland, CA

Linda Gregg, Local 435, Safeway, Denver, CO

Tom Bernard, Local 435, Denver, CO

Jon Sternberg, Local 278, Bracco Dist. Co., Berkeley, CA

Donna Penny, Local 150, UPS, Sacramento, CA

Mike Tobin, Local 150, Sacramento, California

Terry Toler, Local 439, UPS, Stockton, California

Bob Hasegawa, Local 174, UPS, Seattle, WA

Tom Murata, Local 315, Post Transportation, Richmond, CA

Jim Clark, Local 435, UPS, Boulder, Colorado

Jack Shambaugh, Local 63, Milne Trucking, Los Angeles, CA

## Presser Should Act on CF Broker Problems

by William Davies, Jr.  
Local 229

Kunkletown, Pennsylvania

I would like to make a few comments in response to your article concerning the use of brokers by Consolidated Freightways. It is my opinion that no recent single violation of the National Master Freight Agreement could have a more destructive impact on the Teamsters Union than the company's continuing use of non-union haulers.

The fact that CF has initiated this practice is in itself a terrible act, but what is of primary concern to me is that our response indicates an alarming lack of leadership on the part of Local 229 officers.

Local 229, together with the International, formalized a protest letter charging CF with a breach of contract. They also notified Presser and petitioned his authority for assistance. Consequently we were instructed to follow the grievance procedure.

I feel that this situation required a more decisive course of action because at this juncture the use of these non-union operators is still uninterrupted after a period of three months, and is therefore creating a situation by which apathy and frustration are able to flourish.

There is language in the NMFA that affords us a more militant stand towards such a grave matter as non-union operators. I feel our officers have failed by not utilizing this. The implementation of the grievance procedure is simply a study in futility.

It is nothing more than a poor and lethargic attempt by a group of individuals whose presumed mandate to render justice is frequently compromised in favor of maligning the truth.

It appears that we are bearing the expense of a system that is hopelessly entangled with inept and mediocre representation. Nevertheless it should be noted that we are nearing the end of our contract and approaching the crucial negotiations towards a new one.

It is my fervent wish that Mr. Presser quickly dispose of this broker issue and not let it become a bargaining tool with which to further overwhelm us.

### TDU Steering Committee

#### Co-Chairs:

Doug Allan, #208  
Mike Belzer, #705  
Pete Camarata, #299  
Bilal Chaka, #692  
Organizer:  
Ken Paff, #407  
Trustees:  
Dom Buscemi, #773  
Mike Friedman, #407  
Maralee Smith, #142

#### Members:

Jerry Bliss, #337  
Cliff Coonley, #600  
Jerry Gaimari, #404  
Linda Gregg, #435  
Charles Helton, #515  
Kyle Ray, #413  
Jim Wardell, #710  
Alternates:  
Emil Abate, #853  
Brian Elliott, #966

**MOVING?** Please notify us of any change of address. Otherwise you will not receive your *Convoy Dispatch*, as it is sent third class mail and will not be forwarded to you. Use the membership application in any issue of the paper to let us know you are moving, and write on the top of the form: **CHANGE OF ADDRESS.**

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### Who We Are

**CONVOY DISPATCH** is the voice of Teamsters for a Democratic Union. We are the united rank and file movement to reform the Teamsters, created out of the merger of PROD and TDU.

We are truck drivers, dock workers, production workers, warehouse workers — every kind of Teamster and spouses too.

We are a grassroots organization with chapters from coast to coast in the USA and Canada. We believe in returning this union to the membership and we are doing it. We are a democratic organization in which every member has a voice and vote. Our 15-member International Steering Committee was elected in October 1983 for one year. Our Rank & File Convention had over 400 representatives present.

We are proud Teamsters standing up for our rights. If you agree with our **Rank & File Bill of Rights**, then how about joining us?

### Rank & File Bill of Rights

**I. DEMOCRATIC BY-LAWS.** All Business Agents and Stewards should be elected. Vacancies in offices should be filled by special election within three months. Local union committees should be elected. Contract and strike votes should be by majority (not two-thirds). All contracts should provide for elected officers retaining their company seniority.

**II. DIRECT ELECTION OF OFFICERS.** General President and all International officers should be elected by the membership. International VPs elected by regions. An end to trusteeships and split-off locals.

**III. A FAIR GRIEVANCE PROCEDURE.** Innocent till proven guilty, right to remain on the job till final procedure completed. Grievance procedure should include right to a speedy trial, arbitration by peers, and the right to strike if necessary.

**IV. PRESERVATION OF WORKING CONDITIONS.** The union's purpose is to expand and preserve what we have, not trade it away for anything less. People come first, not productivity.

**V. SAFETY AND HEALTH.** We have the right to enter the workplace without fear for our health and leave in the same condition we arrive. Teamsters should have the right backed up by our union to refuse unsafe work or hazardous conditions. We are not machinery.

**VI. EIGHT HOUR DAY AND FIVE DAY WEEK.** Forced overtime and unfair dispatch rules destroy our family life and cost us jobs. No mandatory overtime, "flexible" work weeks, or 70-hour slavery. We are for the advent of the four day work week. We work to live, not live to work!

**VII. A DECENT PENSION.** Every dollar in the pension funds belongs to us. We are entitled to 25 and out, cost of living on pensions, and union pension trustees elected by the rank and file and retirees to safeguard our money.

**VIII. JUST SALARIES FOR OFFICERS.** A union officer can't understand the problems of members who make less than half what he makes. No officer should make more than the highest paid working members in his jurisdiction. No multiple salaries from union, company, or government sources, or special fringes and pensions. Salary increases limited to the average increase for membership, and subject to membership approval.

**IX. EQUALITY AMONG TEAMSTERS.** Bring all wage levels up to the highest standards, not a lot for the few and little for the many. Fight the hardest for the lowest paid.

**X. END TO DISCRIMINATION.** Employers have used the difference in age, race, and sex to divide us for decades. We oppose these injustices and divisions. Support affirmative action to correct past injustices. Employers should bear the cost of their past discrimination, not the members.

### Quotation of the Month

*The history of America has been largely created by the deeds of its working people and their organizations. Nor has this contribution been confined to raising funds and bettering work conditions; it has been fundamental to almost every effort to extend and strengthen our democracy.*

William Cahn, Labor Authority and Historian





# Washington Watch

## Simpson Mazzoli Immigration Act

# AFL-CIO, United Farm Workers Oppose Bill

by Mike Johnston  
West Coast TDU Organizer

By a narrow vote of 216 to 211 the U.S. House of Representatives passed the *Simpson Mazzoli* Immigration Act on June 20. The IBT took no position on the bill, but it was opposed by a broad coalition of labor and minority groups, including the last minute opposition of the AFL-CIO.

The reasoning behind *Simpson Mazzoli* is that immigrants are the cause of unemployment and other economic problems. It is an attempt to blame the economic situation on someone and divide sectors of the labor movement against each other.

As the National Congress for Puerto Rican Rights pointed out, "...numerous studies have shown that undocumented workers have not been taking jobs away from U.S. workers — but have been working at the least desirable jobs under the most exploitative and dangerous conditions."

The section of the bill which the AFL-CIO opposes is the "guest worker program. This allows the importation

of contract workers for the seasonal agricultural industry to compensate for "labor shortages."

The guest worker program represents the revival of the old "Bracero" (casual worker) program. Braceros were often used to thwart organizing attempts as employers would arrange to be certified "short of labor" in order to bring in a flood of immigrant workers unaware that they were being used as scabs. Having pledged to work off the transportation costs of bringing them north they would be forced to work.

### Chilling Effect

Sanctions against employers is another controversial part of the bill. If the bill is passed into law, employers will be fined if caught hiring undocumented workers. This will have a chilling effect on employment opportunities for anyone who doesn't "look like" a U.S. citizen and could subject hispanics and other minorities who are citizens to further employment discrimination.

Employer sanctions could also lead



to sanctions against unions. Cesar Chavez, President of the United Farmworkers Union, pointed out that the federal government defined union hiring halls as employers. Chavez stated that it is the union's job to serve the members, not to enforce immigration laws, and he fears that large fines could be levied against unions if the bill passes.

Another problematical section of this bill is a provision allowing amnesty to people who entered the U.S. before a certain date. Actually, very few people are likely to benefit from this provision because of several

loopholes. For example, if you have received any social service assistance or have been arrested for any crime during the probation period, you would be ineligible.

*Simpson Mazzoli* has passed both the House and the Senate and is headed for a Joint Conference Committee to resolve differences between the two versions. It will then be voted on again, most likely in the fall. Although it is likely to pass, the narrow margin in the House shows that it could be stopped. You can help by writing your representative or senator.

## Legal Briefs

### TDU Pushes for Protections in Pension Settlement Case.

On June 14 a battery of attorneys converged on the Chicago courtroom of Judge James Moran at the hearing on the proposed settlement of the *Sullivan* case. This is the major class action suit about which every member of the pension fund received a notice in the mail.

TDU members were the *only* rank and file force represented at the hearing, with two attorneys to argue our case for better benefit protections for the members. Judge Moran indicated a strong interest in our objections, and directed the attorneys for the fund to respond to them in writing. Judge Moran will then consider them in making his decision, which might come in August.

Moran indicated he will approve the basic settlement, hopefully with additional protections as a result of our actions. He stated that he will go along with the \$2 million settlement from the ex-Trustees (Presser, Holmes, Williams, et. al. and employer trustees) even though he agrees that these persons should have to repay some money personally. The \$2 million will be paid by Lloyd's of London. The judge said it would take too long and be too difficult to keep the litigation going to force more money to be repaid by those who mismanaged it.

### Judge Hits Chemical Leaman on Breach of Contract.

TDUer Don Griesman and 17 other Local 773 Chemical Leaman drivers, with the help of TDU lawyer Alice Ballard, have won an important case against the company. A federal judge has found that the company breached a contract negotiated with Teamsters Local 773.

In 1977 the company posted a notice stating that they would not hire liquid drivers until all cement drivers had the opportunity to transfer to the liquid seniority list. They also promised not to add any new cement drivers so as to allow the new transfers the opportunity to work any overflow cement work.

The company backed off on their promise in 1982 when they closed the Stockertown terminal. Stockertown cement drivers were dovetailed onto the list, thereby displacing Griesman and over 30 other drivers. The judge ruled that this was a breach of contract. A trial on damages is expected to take place this fall, but unfortunately the judge refused to find any Duty of Fair Representation violations despite the fact that the union stood by and watched

while the company broke the contract.

According to Griesman, the drivers "finally stood up and for once the guys were together." He also pointed out that Attorney Ballard's "dedication was amazing" and that she did an excellent job on the case.

### Supreme Court Upholds Multi-Employer Pension Law.

On June 18 the Supreme Court upheld the retroactive application of the 1980 multi-employer pension law. The practical result is that millions of dollars of pension money owed to funds by employers will begin to be paid. For example, the Central States Fund which is owed \$350 million from employers who have withdrawn from it and has gained only \$3 million, is likely to collect millions of dollars. The case decided that employers who leave multi-employer plans must pay a portion of the fund's vested benefits.

### Court Hits BMCS on Logbook Change.

The Washington, D.C. District Court issued a decision on June 18 that upheld the new "non-standardized log book," but struck down the regulation which had eliminated seven items of information. The BMCS didn't bother to justify the elimination of the seven items and the court noted that they may have been useful to enforcement. Attorney Arthur Fox filed the initial objections, and the IBT then filed a lawsuit to get a decision on the matter.

### Congress Passes Bankruptcy Amendments Act.

The Bankruptcy Amendments Act, a bill moderating the union-busting Bildisco decision, was passed by Congress on June 29. Under the bill some protections would be provided against companies terminating their labor agreements. President Reagan has not yet signed the bill into law.

## Washington Office

This page is devoted to news from the Washington office of TDU — formerly PROD's national office. Litigation, designing new legislation, and reforming safety regulations concerning all aspects of working conditions and truck design — the Professional Drivers Council of TDU is here to help you. Contact us today at: PROD/TDU 2000 P Street, N.W. Room 612 Washington, D.C. 20036 (202) 785-3707.



## Local 287, Northern California

# Petition Drive Aims at Grievance Procedure

by Bill Brooke  
Local 287  
San Jose, California

Everyone knows that we have to be informed to fight for our rights. This is why we started a petition drive in early June in Northern California Joint Council 7 to provide rank and file members with information on the grievance procedure. The petition is addressed to Sec. Treas. of Local 287 Robert Spisak and Joint Council 7 President Chuck Mack.

The petition states: "We the following members of Local 287 and J.C. 7 covered by the National Master Freight Agreement would like to see some changes in our grievance procedure. We feel that all stewards should see the results of all panel decisions, and panel agendas for all cases involving our J.C. 7 members. These decisions affect all of us so we need to know what is going on throughout J.C. 7. We also want to know the names of the

panel members and how they voted. If a person votes on a panel they should be willing to defend and stand behind their decision."

As a steward at ANR/Garrett Freight Lines in San Jose, I feel I need to know the agenda and decisions of the panel in order to write good grievances, and I need to know if similar grievances have been filed at other barns in the Joint Council. Stewards have the most contact with rank and file members so the more information the stewards have the more information the members have access to.

I hear a lot of members complain about how their BAs are always losing grievances. If the voting becomes public knowledge I feel there will be more trust between the rank and file members and the BAs, and I feel this is the best protection that BAs could have.

Several hundred signatures have been collected so far in several J.C. 7



Bill Brooke, Local 287. photo by Bob Gumpert

locals, but many more are needed before we present the petition to J.C. 7 and Local 287. If you are a J.C. 7 member and are interested in helping to build a strong and informed rank and file in our union, contact the TDU office in San Jose at (408) 971-1035.

I feel the only way to have a strong union is through an informed membership, and this is why I am a member of TDU and am trying to build a Chapter in Local 287. If you are interested contact me through the San Jose TDU office.

## New York Local 111 Teamsters Strike MCI

In early April 400 Teamster members of New York City Local 111 walked off their jobs at Western Union International in an effort to beat back the concession demands of the company and preserve the union.

Western Union International was purchased in 1982 by the giant, non-union MCI Communications Corporation. MCI immediately laid off 200 union employees and has been trying to break the union ever since.

The union is resisting MCI's proposal that wage increases be cut in half, pension benefits reduced, and the workforce cut by a series of workrule changes.

The real issue is MCI's union busting, which they are employing to discourage further organizing efforts at their own company and throughout the rapidly growing telecommunications industry.

Daniel Kane, Local 111 president, stated, "I think that they very cleverly have gone through this to get rid of the union."

Robert Muscat, Organizing Director for the Communication Workers of America, points out that "the strike has significance far beyond the effect on people in that local." The CWA is gearing up for organizing drives at MCI and Sprint Communications.

Others in the labor movement agree. MCI was to provide international telex service for the press at the Democratic National Convention but they were booted out when labor officials complained and Local 111 vowed to picket.

Teamsters are also planning pickets at the Los Angeles Olympic Games, where MCI is the sole provider of domestic and international telex press services. The Newspaper Guild has urged its members to support the strikers and use another service.

If you would like to show your solidarity with the striking brothers and sisters of Local 111 send your contribution or letter of support to: Local 111 Defense Fund, Room 800, 111 Broadway, New York, New York 10006.

## Need to Send Message to Presser

# No Rollbacks in 1985 NMFA

by Don Landis  
Local 773  
Bath, Pennsylvania

Now that summer has arrived, many of us are busy thinking about our upcoming vacations. These are pleasant thoughts for sure; however, let's skip ahead to April 1985: *ratification time for the new National Master Freight Agreement.*

What kind of an agreement can we expect from Brother Presser? As a labor force who has worked for three and a half years without a wage increase we desperately need a raise—but will we get it? As members of a deregulated industry that is constantly subjected to the brutal fluctuations of a changing economy, we need better job security—but will we get it? As workers exposed to safety and chemical hazards almost daily we need a new emphasis on protection in the workplace—but will we get it?

As these and other questions con-

front us, let's consider how events in the upcoming months will affect the negotiations for our next contract. Several other major unions will also face contract talks soon. Among them are the postal workers' unions and the United Auto Workers. The type of agreements they reach, whether they will strike, and if such strikes are successful, all will have a strong impact on the Teamsters.

The upcoming presidential elections are also very important, not only for the future of our contract, but also for the future of our country.

While most Teamsters can remember the 1982 contract negotiations, Ronald Reagan and the chilling effect that the Patco affair had on the labor movement, some of us may have forgotten the 1979 strike in freight, Carter-Mondale and the "voluntary" effort to hold down our labor costs in the face of their runaway inflation. As Teamsters we must approach this year's elections carefully and not be

swayed by the "B.S." that both major parties are sure to deliver.

While the economy in general is becoming healthy again, several major carriers are facing serious financial difficulties. Will these failing companies use the recent Supreme Court decisions that allow the breaking of union contracts to escape the follies of their own mismanagement?

As concerned Teamsters we must support our locals in the trying times ahead. In return, we ask that our locals support us by safe-guarding and strengthening the contract. Without a strong effort by both members and officers our union may face the unpleasant choice of deciding between accepting a poor contract or going out on a lengthy strike. Now is the time to make our intentions known for all to see and hear. We must send a clear message to Brother Presser that we will not accept any rollbacks or weakening of our present working conditions.

## Roadway News

### Bulletin Board Blues in Akron.

The union bulletin board in the Akron Roadway terminal is encased in glass and kept under lock and key by the stewards. That didn't stop the company from removing what they thought was offensive material from the bulletin board. Management simply broke the lock and stole the material. Maybe the union should ask for an iron-clad, burglar proof board in the future.

### Roadway Starts Flex Time for Toledo City Drivers.

Flexible starting times have finally reached the city drivers in Toledo, Ohio. City drivers, who are on a separate board from the dock or road, will now have different starting times on different days of the week. Roadway employees in Toledo fear that the new starting times will allow the company to save on overtime and hire less people.

Meanwhile, disciplinary hearings in Toledo have increased dramatically.

The main issue has shifted from production to attendance. During the past 4 months over 50 people out of 130 on the dock have had hearings related to a tough new absentee program initiated by Roadway. Road drivers are not allowed to go on sick call, and doctors slips are being rejected as evidence of excused absence. It's just not safe to get sick anymore at Roadway in Toledo.

### First Quarter Profits Up 16% Over 1983.

Roadway's profits for the first quarter of '84 jumped by over 16% compared to the first quarter of '83. Roadway reported a net income of \$20,621,000 after taxes in the first quarter of '84 compared to \$17,705,000 in the first quarter of last year. With all those 8 digit figures, you'd think that a few of those digits could go to pay COLA which we haven't seen for the last two years.

### Roadway Acquires Nationwide Carriers.

Roadway, which purchased Spartan Express in February, has contracted to purchase all of the common stock of Nationwide Carriers Enterprises, Inc. of Maple Plains, Minnesota. Nationwide is a truckload irregular route motor carrier operating throughout 48 states with terminals in Maple Plains, Chicago, Toledo, New York, Atlanta, Dallas and Los Angeles.



## Article 32 Could Halt Loss of Jobs

# Union Balks, Subcontracting Spreads

continued from page 1

He stated that, "You will notice that we have tightened up the successorship and subcontracting provisions to give us more protection against so-called 'double breast' operations and other schemes to evade the contract... In conclusion the name of the game in these negotiations was JOBS"

Article 32 states in part:

*"This subcontracting provision is also applicable to the establishment or continuation by the signator Employer of a transportation company or business which engages in the same type of operation covered by the NMFA, which company or business is owned or controlled by the signator Employer."*

In September of 1982 Williams sent a letter to all freight local unions in which he stated:

"It is our opinion that these operations (Leaseway Express) of Leaseway Transportation are in clear violation of Article 32, Section 1 (Subcontracting) of the freight agreement since they constitute a transferring or assigning of collective bargaining unit work to transportation companies or businesses which are owned and controlled by a signatory employer or other persons." He goes on to state that Leaseway Express is also in violation of Article 1, Section 3; Article 2, Section 3(b); Article 3, Section 1(a) and Article 8, Section 6. He further states that other companies are doing the same thing and are also in clear violation of the contract.

Let's look at the results:

- No action has been taken by the union against Leaseway Express. It is growing and operates in 40 metropolitan areas. After then President Williams called for grievances to be filed and stated that Leaseway was in "clear violation" of Article 32 the grievances were ignored!

- CF opened Con Way West and Con Way Central as non-union carriers in 1983. (Con Way East, formerly Penn Yan, is union.) Numerous locals filed

diversion of union linehaul work to owner operators, again in complete violation of Article 32. Again locals opposed and grieved it and again the International did nothing.

The Southern Conference Grievance Panel (JAC) in late June again postponed the issue and reportedly the National Grievance Committee will take it up in early August.

- Meanwhile, Presser sent a TITAN message in late June to all local unions

elsewhere. Likewise for Churchill in Colorado and Texas, and TNT Pilot is using owner operators at non-union cartage terminal operations.

Central Transport is so bold that they opened non-union terminals under their own name in Allentown and Harrisburg, Pennsylvania! When Local 776 members questioned their union president, he responded that he didn't know what to do about it!

Here again, Article 32 could be used. Section 2 states that "when there is sufficient business to economically justify" a local terminal operation then the carrier must either use his own employees or a cartage company which "maintains area wage standards." Sadly, the union is turning the other cheek as companies claim that they don't have enough business.

### What Could Be Done

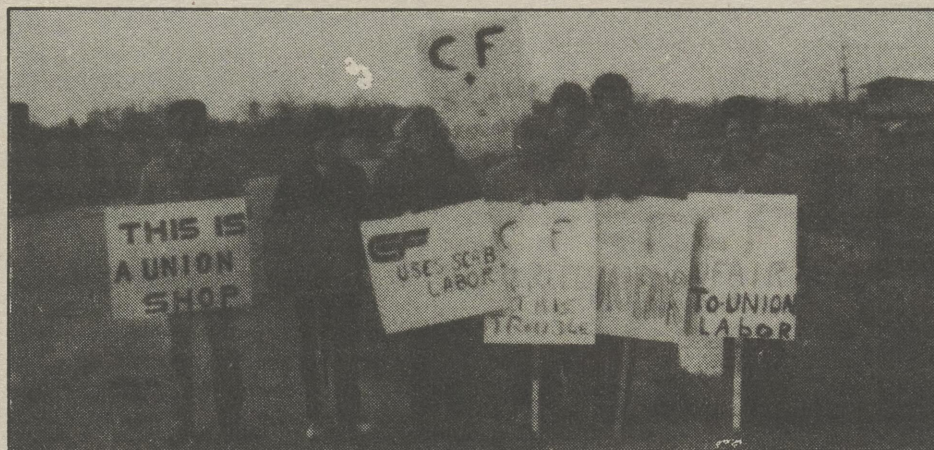
Strong action by the International is needed to both expand and protect union jobs, and the union has the perfect tool for dealing with this problem. Grievances filed on these problems which are gathering dust in the Marble Palace basement could be deadlocked nationally. If the employers refuse to deal with them the union then has the right to strike under Article 8 of the contract.

Since Presser is more interested in giving the corporations concessions than he is in saving jobs, it is up to the members and local unions to unite and demand action. Local officers who throw up their hands and say "nothing can be done" are part of the problem.

If local unions and members flood the International with grievances and letters demanding action a clear message will reach both Presser and the employers that this loss of jobs will not be tolerated.

The other area of action needed is in the upcoming contract. Not only is enforcement of the existing wording needed, but additional job protection language should be negotiated.

If you agree, then how about joining TDU to help us win this battle? See page 1 for the membership application.



Columbus CF drivers and wives picketing in April.

grievances, and in the west a meeting of angry local officers was told that Article 32 would deal with it. TDU has asked several business agents involved what happened to those grievances and no one knows! They went to the National Grievance Committee and died there. Dying along with them were many Teamster jobs.

- Emboldened by this lack of action on the part of the union, CF began in 1983 and escalated in 1984 the

boasting that he made a deal with CF to get "DRIVE" checkoff rights. Could this mean that Presser gets his political slush fund money while we get the loss of thousands of union jobs?

- Article 32 has also been weakened by bogus "interpretations" by the grievance committees. For example, Peters Truck Line in northern California owns a non-union subsidiary in Oregon. Grievances were filed, and the committee ruled "no violation" since the non-union company does not operate in the same area as the union company! Nowhere in Article 32 is there any such restrictive language, but union officials that we pay over \$100,000 a year from our dues to safeguard our jobs voted for this "interpretation."

### Non-Union Terminals

Another development is that unionized carriers are opening non-union terminals, often under the guise of cartage companies. Smith's Transfer has done this in Florida, Texas and

## Mason & Dixon: Compromise In Strike Against Union Busting

The strike against Mason & Dixon and its new owner, Central Transport, is in limbo. Members voted in late June to ratify a compromise settlement but the company has delayed calling them back to work as of July 9—the date members thought they would be returning. Picket lines remain up.

Members voted for the settlement by a 4-1 margin, following a first vote at the Kingsport, Tennessee terminal of 239-29 to ratify. The settlement sets wages 22% under the NMFA rate until September, 15% under scale until April 1, 1985 and then a return to the full NMFA.

After its acquisition by the notorious Central Transport, Mason & Dixon went into Chapter 11 bankruptcy and

announced unilateral changes in the NMFA that amounted to nothing less than union busting. The union responded with a strike on April 9, shutting down the carrier all across the south and the east. The rank and file gave solid support to the strike, and can hold their heads high for their stand.

The settlement provides for wage concessions but does at least preserve the NMFA and promises to come up to NMFA scale before the contract expiration on May 1. Nevertheless, CT has pulled tricks at its other carriers to evade such contract clauses, and they can be expected to try the same here.

Meanwhile, some 2,000 Teamsters await the call to return to work and hope to be back on July 16.

## Freight Lines

### Yellow Freight Breaks the Law—Fined \$50,000.

The Interstate Commerce Commission reported on June 18 that Yellow Freight System had been fined \$500,000 for granting rebates in violation of federal law. The Commission said Yellow was convicted of charging volume rates that were lower than the applicable small shipment rates. Yellow is appealing the decision.

The judge cut the fine to \$50,000 and placed the company on probation for a period of three years. The terms of the probation require the firm to obey all laws, provide a corporate officer to perform 100 hours of community work for the National Center for Community Corrections, and to contribute \$50,000 to the Center.

Yellow apparently didn't object too strenuously to the fine but completely balked at the thought of one of its corporate officers doing community work, as Dan Hornbeck, corporate attorney, called the decision for an officer to provide community service, "completely out of line."

### Lombard Brothers Bought by North Penn.

If the Interstate Commerce Commission approves, North Penn will follow through with plans to purchase Lombard Brothers. Both freight carriers service the northeast corridor from roughly Maine to Delaware. The terms of the agreement have not been disclosed, but it has been reported that six terminals will be consolidated. North Penn's 1983 net profits after taxes were \$1.4 million.

### Union "Looks the Other Way" at Holmes Transportation.

Holmes Transportation is asking employees for a 15% wage cut, and has stated that they will not be a part of the NMFA during the upcoming contract negotiations. One union official has reportedly admitted that the union is "looking the other way." Will they look the other way when companies move to break the union altogether?



## Western Conference Shows TDU's Growth

"It's great to be at a *real* union meeting," remarked one Teamster who attended the Western States TDU Conference on June 2 & 3 at the University of California Berkeley Campus. This summed up the feelings of the 125 rank and file Teamster members who came from as far as Seattle, Washington and Denver, Colorado to attend the conference.

The Teamsters present represented many crafts, including freight, food processing, UPS, construction, car-haul, grocery, warehousing and others. They came from five states to exchange ideas, take part in educational workshops and make preparations for the upcoming contracts.

A special aspect of the weekend was the presence of Spanish-speaking brothers and sisters, mainly from the food-processing locals in the agricultural valleys of California. The entire conference was translated into Spanish through United Nations-style headsets. In the opening session cannery worker Manuel Diaz from Local 679 led the conference in a spirited chant of "Teamsters Si, Presser No."

### "No Struggle, No Progress"

The conference was kicked off with a well-received speech by retired Local 315 carhauler Bill Slater, who summed up his message with a quote from Frederick Douglass: "If there is no struggle there is no progress. Those who profess to favor freedom and yet depiccate agitation are men who want crops without plowing the ground. They want rain without thunder and lightning...Power concedes nothing without demand."

Fellow TDUers honored Bill with a special presentation at the Saturday night banquet.

After a full weekend of workshops and planning for contracts the conference ended California-style with a barbeque and special performance by Watsonville TDU of their play, *The Trials of Juan Obrero*.

All in all the conference was a living example of the unity and determination that is needed to make our union strong again. Thanks to all who made the conference a huge success. "Teamsters Si, Presser No!"

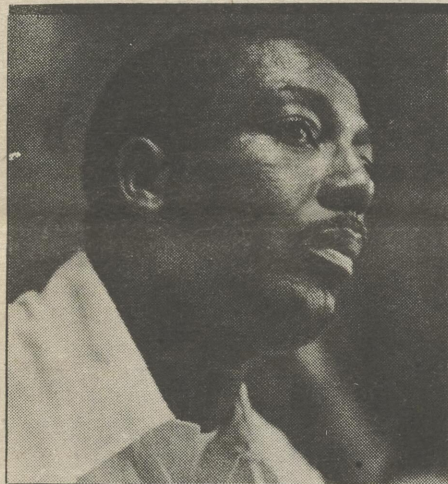


photo by Bob Gumpert

### I'll Be There

Oscar Suell  
Roadway Express  
Local 988, Houston, Texas

*I'll be coming to the Convention in Chicago this October. We are forming a TDU Chapter here in Houston, and are contacting Teamsters at the various companies to get involved. We're going to have a good delegation from Houston at the Convention, especially with our national contract coming up.*

## Supreme Court Rules on TDU Election Case

Major legal issues concerning union members' rights under Title I of the Landrum Griffin Act were recently clarified by the Supreme Court in the case of *Crowley v Local 182*. TDUer Jerome Crowley, and other Local 82 members went to court in December 1982 over discrimination involving a union election.

Union officers barred Crowley from the nominations meeting on bogus grounds, then ruled that the principal officer went unopposed after intentionally changing a member's nomination from that office to another.

Rank and filers took legal action soon after the meeting, and the Federal District Court ordered the ballots impounded and a new election held. The Appeals Court later agreed with this ruling.

Ruling against the members in June, the Supreme Court, in an 8-1 decision, stated that because in this case the election was delayed for one year, the members could not go to court to get a new election but instead had to go through the appeals process

and then petition the Secretary of Labor.

The decision made it clear that in some cases some relief could be obtained by going to court.

On the brighter side, the court opened up new rights for members. They stated that basic democratic rights (under Title I) like the equal right to nominate and vote for office and etc., can be taken to court at any time, during or after an election. Nevertheless, the court cannot order a new election and this must go through the lengthy Department of Labor process.

Attorney Mark Stern, who handled the case, stressed that the decision opens up avenues of action for members whose rights have been denied. He stressed that "a few days difference can make or break your case, and in order to receive the relief a court can offer you must file your suit immediately." Other attorneys contacted agreed that the decision does improve our rights and expand the use of Title I.



photo by Bob Gumpert

Members participate in one of the many workshops offered at the Western States Conference.

## Signal News

### Indianapolis Unity Meeting.

Some 40 Signal drivers from seven different domiciles met on July 1 in Indianapolis to build unity, exchange information and start preparing for the contract. Several stewards were present.

While most attending were from the factory division, linehaul was also represented. Also present were several "low-rate" drivers, and all agreed that greater unity is needed between the two groups.

A goal of bringing all members up to union scale was agreed upon. It is known that Signal would like to get everyone under the so-called special commodity rider or Ohio deal.

A committee was formed with a representative from each area. Marvin Lawson of Evansville was chosen to coordinate things. He will work with the TDU office and legal counsel as well. Two attorneys were on hand for advice and help at the meeting.

The next Signal drivers meeting will be October 13 in Chicago in conjunction with the Rank and File Convention.

### Major Team Grievance Won at St. Joe.

At the June JAC meeting in Chicago, St. Joe Signal drivers won a major grievance involving diversion of work to teams based in Ohio, but Signal management is holding out on paying the money due.

Numerous run-arounds are due to laid off drivers who lost work to teams coming into St. Joe. Drivers report it could run into hundreds of thousands of dollars.

If Signal refuses to pay a grievance won at the panel, the union has the right to strike under Article 8 of the contract, and there has been talk of that at St. Joe. As of early July, drivers are awaiting more news.

Meanwhile, the teams have stopped coming into the yard, which is a welcome improvement. At the same time there are more foreign drivers coming into St. Joe, perhaps using teams more in Ohio and diverting Ohio drivers to St. Joe. Which shows that only a unified approach works against a company determined to get around their signed contracts.

### Determined Union Officials.

Union officials with determination can be an asset. But what if they are determined to help the corporation against the members? Local 215 officials in Evansville, Indiana have presented concessions to the drivers some six times since the last contract, with a clear rejection the first five times. But with unlimited determination, they pulled a good one on Mothers Day. They held a meeting, telling drivers there would be no vote at the meeting, but only discussion. The result? A 27-11 vote to approve concessions, which creates an Ohio-style two-tier board at Evansville. All current drivers will be paid scale, with new hires going under the so-called Iron and Steel Rider. It was also stated that this would not go into effect until approved by the JAC. But Local 215 was again determined. They authorized hiring immediately on a temporary basis pending approval by the JAC.

The drivers may consider legal action on the matter. Some of them are as determined to protect their contract as the officials seem to be to help the corporation.

### Philly Teamsters File Suit Over "Name Game."

Philadelphia members filed suit in May alleging that Terminal Freight used an "alter ego employer" tactic to illegally divide off some 80 Teamsters from the Signal seniority list. Terminal Freight had a clause stating they could replace their labor contractor on 30 days notice, but the suit claims that switching from Signal Delivery to TPI was no switch at all, but a disguised continuation of the same employer. Local 107 has also been named as a defendant in the suit, which is being handled by attorney Judith Chomsky.



## Rank and File Teamsters:

# We Need To Get Together!

IBT President Jackie Presser made over \$500,000 last year from our dues. He is on the verge of being indicted on charges that he paid thousands of dollars in Local 507 dues money to officials that did absolutely nothing, and his only experience as a negotiator of a national contract was the "Relief Rider" that working Teamsters rejected by an overwhelming margin. Presser will soon be heading into negotiations that will affect hundreds of thousands of Teamsters. Clearly this man cannot speak for the rank and file — we have to speak for ourselves.

Brother and Sister Teamsters, now is the time:

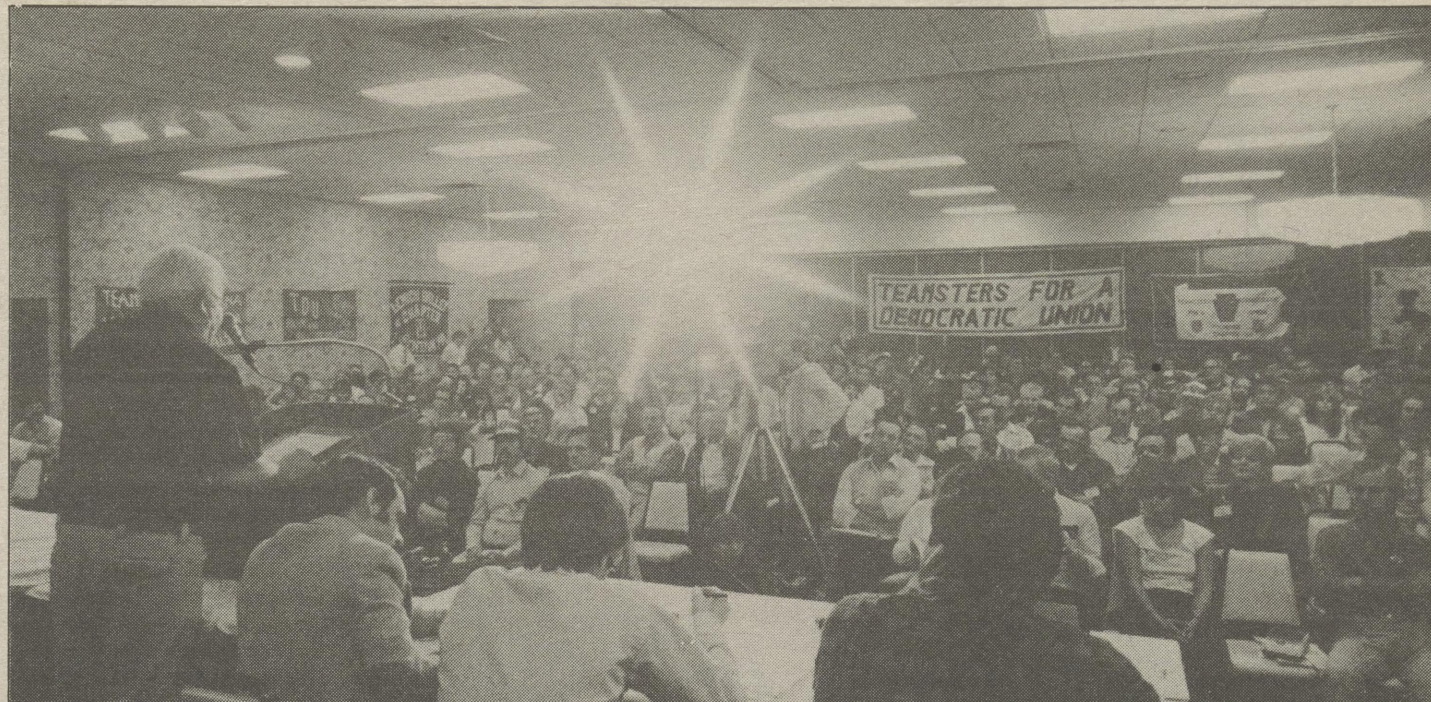
- \* To stop concessions, deteriorating working conditions and production harassment.

- \* To organize and unify for decent contracts in freight, carhaul, UPS, grocery, warehousing, cannery and others.

- \* To win the right to vote for IBT President and other top officers.

Many Teamsters may feel that "there is nothing that we can do." But there is a new spirit growing in the labor movement and TDU is leading the way for rank and file Teamsters.

Last year it was said that Presser's "Relief Rider" could not be stopped — but TDU and the rank and file



Lights from the NBC television crew shine on Bill Slater as he speaks before last year's Convention.

photo by Jim West

crushed it 94,000 to 13,000. Since then we have been fighting for the rights of rank and file members in local after local, built new TDU Chapters, established unifying networks at some companies, and increased our membership. And we continue to be the voice of the best unionists in the

Teamsters union.

The Rank & File Convention is your chance:

- \* To meet with other concerned Teamsters who are working for a better union.

- \* To learn from experienced labor attorneys, labor educators and

unionists.

- \* To be part of the preparations to win better contracts in 1985.

Be a part of the rebuilding of our union and the revival of the labor movement — be in Chicago for the Rank & File Convention on October 13 & 14, 1984.

## The Rank and File Convention Will Feature...

### Organizing for 1985 Contracts

A major focus of this year's convention will be the preparation of unified, national efforts on the upcoming national and regional contracts. Freight Teamsters, UPS, carhaul, tankhaul and others will have special meetings to agree on programs. This is your chance to have an effect on the most important contracts in many years.

### Democracy

The Convention is your chance to have a say in the policies of the rank & file movement, a chance to vote for the leadership of TDU and a chance to voice your opinion. New Campaigns will be discussed and voted on — campaigns aimed at winning control of our union for the members. Teamsters from around the country will report on their efforts to rebuild our union from the bottom up, and how they have won victories.

### Workshops and Education

The Convention is also a chance to learn. Attorneys will be present for the very popular lawyer consultation sessions and many other experts will be on hand. Some 20 workshops will be held, including new ones. A few of those offered will be: *Using the NLRB and new developments at the labor board*; *How to recruit members to*

*TDU*; *Back injuries and how to prevent them*; *Your legal rights as a Teamster*; *How to use the grievance procedure*; *Labor history*; and *Road driver safety and health*.

### Special Company Meetings

As well as special meetings by industry there will also be a number of

The Holiday Inn Mart Plaza is close to all the main shopping and entertainment in downtown Chicago.

### Banquet and Social Evening

Enjoy good food at the special sitdown banquet on Saturday evening

**Rank and File Convention  
October 13 and 14, 1984  
Holiday Inn Mart Plaza  
Chicago, Illinois**

meetings by company: McLean, Roadway, Signal Delivery [and other Leaseaway], UPS Teamsters and others will be meeting to discuss the issues they face at their companies. Contact us about setting up a meeting for your company.

### Special Events

The Convention will take place in the fabulous surroundings of the Holiday Inn Mart Plaza in Chicago. Take advantage of this opportunity to have a good time in the nicest part of downtown Chicago. Bring the family.

in the Grand Ballroom. Come for the delicious food, cash bar, entertainment and the company of good friends. There will be special guest speakers, new labor films and first hand reports on the developments in our union and throughout the entire labor movement.

### Special Friday Events

On Friday we will have special events for those who can attend for three days. There will be special workshops, a dinner and program. This is an excellent chance to meet old friends and make new ones. Plan to come early!

### Registration Costs

Saturday and Sunday: \$70 per person includes all meals, Saturday banquet, coffee breaks, entertainment and all Convention materials. Cash bar is extra.

Additional charge of \$16 for Friday dinner and Saturday breakfast.

Saturday registration only: \$43.  
Sunday registration only: \$28.

Childcare: fees include all meals and outings. Saturday and Sunday: \$20. Saturday only: \$15. Sunday only: \$10. Additional children from the same family are \$15 for both days or \$10 for Saturday and \$10 for Sunday.

### Getting There

The Holiday Inn Mart Plaza is easily accessible from major expressways. The hotel provides safe, convenient parking for registered guests, and the hotel is within walking distance of shopping area. There are also shops in the lobby of the hotel. Bus and taxi service available from O'Hare airport.

*Save the Date!*



## Providence, Rhode Island Local 251

# Lawsuit Seeks New Election

As a result of charges filed by James Boyajian and other challengers to the Executive Board of Local 251, the Labor Department has filed suit in U.S. District Court charging that John Amaral and other incumbents violated federal law in last fall's election. The Department is seeking a new election for the disputed union positions.

During last fall's election Boyajian challenged Amaral for the presidency of the local while several other candidates sought to defeat the incumbent slate. Following the election charges were filed with the Joint Council and then with the DOL contending that the local failed to distribute campaign literature as required by law, that some members were denied the right to vote and that the ballots were mishandled.

Boyajian was reelected to his position as business agent but lost the presidency by 173 votes.

The candidates had requested that the local give them two mailings of their campaign literature to the entire membership, but the local refused, allowing only one. Federal law is clear that all "reasonable requests" for distribution of materials be allowed.

Eighteen ballots were rejected by the local over an alleged failure to pay dues, but a spokesman for the Labor Department stated that "through our investigation we feel that in fact they had paid their dues."

Members report that although they are only a "third of the way there" they are determined to pursue the

charges and work in all ways possible towards electing officers who will work for the members.

In another case, Local 251 members formerly employed at Laramee Trucking have finally won a settlement from the viciously anti-union owner of their company.

Laramee was bought in 1975 by Boston businessman Joe Gringeri. He immediately fired them after unsuccessfully trying to get them to quit the union. The government ordered Gringeri to pay the men \$400,000 in

back pay, but, in another slick move, he went bankrupt. When asked if the drivers would get their money he was quoted as saying, "They'll get nothing, the rats."

Due to the hard work and persistence of their business agent, James Boyajian, the men *have* gotten something: 32½% of the money owed them. It took years and lots of determination, but these members got some of their money and the satisfaction of knowing that an employer like Gringeri didn't get off scot-free.

## Hospital Teamsters Stop Concessions

Members from the largest Teamster local who work at Grant Hospital in Chicago recently sent a strong message to both the union and management by voting down a concessionary contract by a 195 to 29 margin. Both the negotiating team and the Business Agent recommended a no vote.

Over the last two years the hospital has worked to prove how weak the contract and the union were with wage freeze demands, the cutting of hours, productivity studies, speedups and the hiring of nonunion part-timers.

A rank and file group, the Grant Hospital Concerned Union Workers, as well as many other members, have been organizing and pressing for

union support and action. This activity was successful in bringing Local 743 President Don Peters into negotiating sessions.

A meeting has been set up through the Federal Mediation Service. The primary issues to be resolved are: a guaranteed work week for all members, 16 hour workers to be covered by union contract, and no dual wages for new hires or part-timers.

TDU member and negotiating committee member Laurie Tanenbaum told 200 members at the ratification meeting, "It's your agitating and organizing over the last two years that has brought this unity to the stewards and the unanimous decision to stand up and tell the hospital 'NO MORE.'

## TDU Meets

**Bay Area TDU**  
Sunday, July 29—6:30 p.m.  
Oakland, CA  
For more info: (415) 654-8121

**BC/Yukon Area TDU**  
Thursday, August 2—7:30 p.m.  
Rio Hall, 3325 Kingsway  
Vancouver, BC

**Des Moines Area TDU**  
Sunday, July 29—3:00 p.m.  
3208 61st Street  
Des Moines, Iowa

**Detroit Area TDU Picnic**  
Sunday, August 12—noon  
Lower Huron Metro Park  
Exit 192 off I-94 or Exit 13 off I-275

**Marion Area TDU**  
Sunday, September 9—1:00 p.m.  
Maybelline's Restaurant  
South U.S. 37 Bypass  
Marion, Indiana

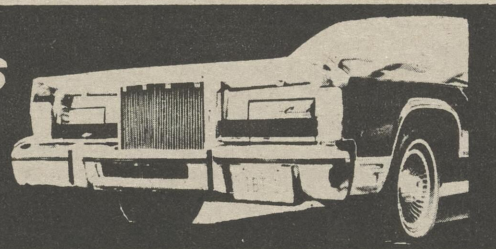
**Maybrook Area TDU**  
Third Monday of the month—6:00 p.m.  
at Roadside on Rt. 208  
Maybrook, N.Y.

**Northwest Ohio TDU**  
Sunday, August 12—9:00 a.m.  
4215 Overland Pkwy.  
Toledo, Ohio

**Sacramento Area TDU**  
Saturday, July 21—9:00 a.m.  
Season's Restaurant  
4661 Watt Ave.  
N. Highland, CA

**West Virginia TDU**  
Sunday, September 9—2:00 p.m.  
Ramada Inn, 2nd Ave and B St.  
S. Charleston, W.V.

**Your Dues  
Pay for  
This?**



### Roy Williams' Appeal Denied.

The U.S. Court of Appeals for the Seventh Circuit on June 8 upheld the conviction of former IBT President Roy Williams, denying the appeal of Williams and three others. Williams was convicted in December 1982 along with employer reps and organized crime figures of conspiring to bribe former Senator Howard Cannon with Pension Fund properties.

The Appeals Court denied the motion for a new trial, and praised Judge Prentice Marshall's handling of the trial. Williams can now ask the Appeals Court for a rehearing on the matter, and if that is denied, appeal to the U.S. Supreme Court. If these are denied all appeals could be exhausted by early 1985.

Williams gave up the IBT presidency in exchange for staying out of prison during the appeals process. Presser was then appointed to fill the vacancy, over the objection of supporters of Williams and others on the Executive Board who sought to block Presser's appointment.

Recently it has been revealed that Presser was possibly an FBI informant for a number of years, and may have been cooperating with the feds in obtaining the evidence used to convict Williams.

### IBT International VP Convicted on Kickback Scheme.

International Vice President and Philadelphia Local 929 President Maurice Schurr and Local 929 BA Harry Rosetsky have been convicted by a Federal Grand Jury for taking money from several small food wholesalers in exchange for "labor peace."

Schurr, who receives over \$100,000 yearly from his union positions, was found guilty of conspiracy and of receiving \$4,000 in payoffs. Local 929 VP Augustine Venditti and former Sec. Treas. Joseph Grisafi pleaded guilty to receiving over \$3,000 in cash from employers which they claimed was a "Christmas gift."

### Feds Probe New Bedford Local 59.

Federal organized crime and labor investigators have launched an investigation of the New Bedford, Massachusetts waterfront. Teamster Local 59 records have been subpoenaed and a number of union leaders and members have been summoned by the federal grand jury.

Investigators have been unwilling to comment on the reasons for the probe, but agents have reportedly also visited the offices of the Seafood Producers Association and the New Bedford Seafood Council and demanded to see files.

During March an alleged illegal strike occurred at the New Bedford Seafood Cooperative. Teamster members reportedly walked off their jobs after the company refused to hire the son of Local 59's Vice President. Although the NLRB would normally investigate this kind of charge, the crime strike force took over and subpoenaed Teamster members to testify about the incident.

Lawrence Mullins, an agent with the Department of Labor's Organized Crime Unit, said that the probe could go on for a year and that "it is difficult to believe" that the probe could end without indictments.

### Teamster Retires—Overnight Millionaire.

Worried about your pension being adequate? Worried about it being there at all? Just think of this lucky Teamster: Andy Anderson. Anderson was an International Vice President and Director of the Western Conference of Teamsters until Jackie Presser fired him as Director in February. He decided to retire altogether, and "cashed out" in the special pension plan for Teamster officers. He was reportedly paid *1.2 million* from our treasury in one lump sum!

Take it easy, Andy. And when buying a yacht, look for the union label....

### Presser Says PATCO Firings "Right Decision."

Jackie Presser, quoted in a March 1984 Associated Press interview, stated that President Reagan made the "right decision in the long run" when he fired 11,500 striking Air Traffic Controllers in August, 1981. He said Reagan "should have put some of these people back to work...however, at a certain given point, being the chief executive officer of a corporation, of a union, of a country there is a determination that has to be made and capitulation is not the name of the game when you are calling the game." It's good to know that we've got a union president who understands union-busting, but isn't he supposed to be against it?



# Hang UPS

News of  
UPS Workers

## Part-time Drivers in Portland, Oregon.

Local 162 members report that there are about 12 part-time drivers working in the Portland area, thanks to a special agreement between the company and the union. They make \$8.48 an hour and have a three hour guarantee. New hires make 50c less. Are part-time drivers soon to be on the road out of your center?

## Never Satisfied in Hartford, Connecticut.

During the last year Hartford management decided to push hard to get everyone up to scratch. Of course, any shortcuts necessary were "o.k." Now the claims are coming in from months ago and Hartford members report that the company is making drivers pay for the losses.

## What is Unity? Seattle Driver Finds Out.

On a recent run to Portland, Oregon, feeder driver and TDU member Bob Hasegawa took along copies of TDU contract bulletins to pass out at his destination. The bulletin was well received by everyone in the Portland break room except for management. They asked to speak to him outside about the bulletins in an effort to discourage him from passing them out.

Bob didn't really know anyone in the break room, but he asked those present to be witnesses. Two offered right away and backed him up as he informed management that he had a right to pass out the papers in non-work areas during non-work times.

This may seem like a small incident, but it meant the world to Bob and sent an important message to management: that members will stick together to defend their rights.

## Shortchanging of Sorters in Philadelphia.

Until recently part-time sorters in Philadelphia were being paid only \$8 an hour. Management said that until they passed the sort test they would get the lower rate. But Local 623 took a stand and stopped the practice, arguing that if you are good enough to sort then you should get sorter's pay.

## Local 20 Begins Organizing for the Next Contract.

Local 20 member and UPS steward Jerry Simon reports that BA Bill Lichtenwald and all the stewards in Toledo are beginning an encouraging program to educate and organize UPS members around the next contract. Monthly meetings have been scheduled throughout the summer months, a steering committee has been selected, and a picnic has been planned in an effort to unify and build solidarity between fulltimers and part-timers. Rank and file members in Local 20 have also been encouraged to participate in an organizing drive at Purolator Courier in the future.

Brother Simon said, "I strongly encourage UPSers in Local 20 to attend the meetings and come to the picnic. It's important that we all stick together in the fight for better wages and benefits in the upcoming contract."

## Rank and File Newsletters Spread the Word.

Rank and file UPS newsletters have sprouted up recently in South Carolina, Florida and Colorado. Local 28 UPS Teamsters from South Carolina are getting the news out with their newsletter, which is called *Upstarts*. Colorado Teamsters are keeping management on their toes with copies of the *Brown Shorts* newsletter. Out of Tampa, Florida, *The Voice of the Union UPS Worker* is working hard to keep members informed. Other well established papers like the *Brown Dog News* from northern California and *With One Voice* from Hartford, Connecticut are keeping up the good work. If you would like copies of these newsletters, or if you would like information on starting your own, contact the TDU office.

## Chicago Locals Silent, Northwest UPSers Demand COLA.

The diversion of the 35c cost of living allowance again this year into the health and welfare and pension funds has led to some unusual rip-offs. In Washington State neither the health and welfare or the pension fund needed additional money. You would think in this case that the members would get the money in their pay check, right? Wrong, UPS just kept it.

After some prodding by local officials, International VP Arnie Weinmeister finally took some action on this matter, writing UPS a letter. He stated: "This will serve as our official request that UPS allocate the 35c COLA due May 1, 1984 to the Pacific Coast Benefits Trust..." This Trust is an additional fund for northwest members.

In Chicago Local 705, and Local 710 that covers Illinois, Indiana and part of Iowa, the company and union have still not agreed on where the COLA will go. Meanwhile, time drags on and UPS keeps the money. If Presser can't or won't get the company into line in these two areas, what can be expected of him when contract time comes around? One thing is clear: UPS Teamsters have to be united to get the COLA restored in the next contract.



photo by Bob Gumpert

## I'll Be There

Donna Penny  
Local 150  
West Sacramento, California

As the Co-Chair of our local TDU Chapter, I owe it to myself and other TDUs in Sacramento to learn as much as I can. That is why I will be attending the upcoming TDU Convention.

I work for UPS and we have a big contract coming up. I want to be part of building nationwide unity because we have to be united to make gains. Myself and other west coast UPS Teamsters will be bringing our contract ideas to Chicago this October.

# Could UPS Contract Reopen Before 1985?

Taking a lesson from the 1982 contract, TDU members in the UPS Network are gearing up for the contract early. Meetings, surveys and newsletters are all on the rise — some having started up as early as last winter. Letters from members and telephone calls to UPS Teamsters in all corners of the country round up similar responses: frustration over the loss of the COLA and strong feelings that only widespread activity by UPS Teamsters will get anything looking like a contract next time.

## Pulling Together

Highly successful TDU meetings have taken place in many areas across the country since the early months of the winter. Meetings in New York City, Iowa, Illinois, Indiana, Massachusetts, San Francisco, Oregon, Connecticut and Texas have brought concerned UPS members together to discuss the issues and make plans.

This is a good start, but it's only a start. The coming months will be even more important.

What are UPS Teamsters thinking? "If we don't get one whale of a contract, those brown trucks won't roll," is one response from a southeastern member. What are members in your center thinking? UPSers in Illinois and Oregon have already taken surveys to find out, other areas

have plans to do so, and the UPS/TDU Network is considering a national survey for later in the summer.

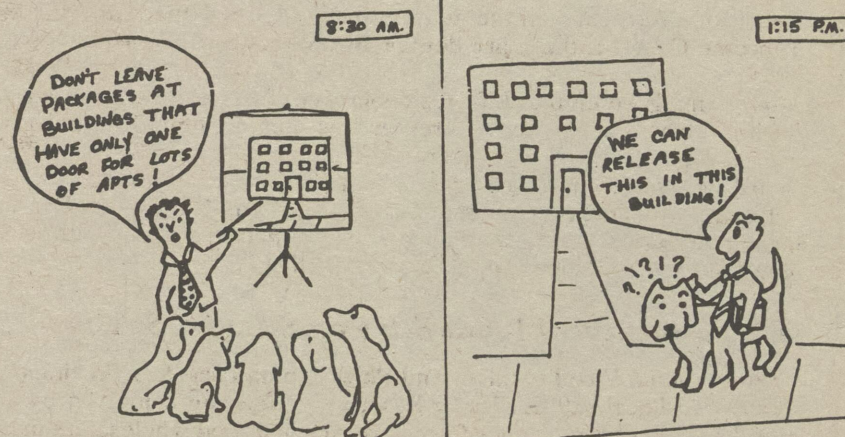
## Early Contract Reopening?

Rumors have been flying over the last several months that the UPS contract will be reopened early, perhaps in the next two months. East coast rumor has it that the company wants to reopen, give us money and get part-time drivers in return. West coast rumor has it that certain locals are pushing for reopening to get a wage increase.

It is a sad comment on the International and an example of its lack of commitment to keeping members informed that these rumors and others are allowed to circulate without official response. And more than anything it stresses the need for UPS Teamsters to be ready for anything, ready to get the news out to all UPSers and ready to push for a good contract.

All indications are that we are more organized than ever before but there is much more to do. UPS members of TDU are already getting the news out with contract bulletins, and making plans for a national meeting of concerned UPS Teamsters in Chicago on October 13. If you are as concerned as we are, don't turn away. Contact us today.

## A DOG'S LIFE by spot



The above cartoon is reprinted from the *Brown Dog News*, a Northern California UPS Newsletter. Need some cartoons for your newsletter? Let us know, and we will send you some. Say you do some drawing yourself? How about sending in some of your cartoons?



Kroger, Safeway, Super Valu and Others Expanding

# Grocery Merger Trend Threatens Union

The grocery industry is in the midst of an upheaval which poses a direct challenge to all unions in this field. Larger firms have been expanding aggressively, and at the same time their labor policies have hardened. What can be done to boost the union's bargaining power against these corporate giants?

Although warehousing and distributing is still a highly organized Teamster craft, the union's response to management's aggressive stance has been weak. What tactics are at the union's disposal, and what can rank and file members do to push for effective action?

## The Big Get Bigger

The largest grocery corporations are building their empires by buying up smaller ones. In some cases, this trend has been encouraged by lack of action from the Federal Trade Commission. In the past, the FTC limited corporate buyouts; now it turns a blind eye to them.

Among retail chains, Kroger's purchase of Dillon in 1982 stands out for its size. American Stores and Jewel have just announced their marriage, making them the third-largest chain in the country. Still on top, Safeway has expanded by buying chains in Florida, Texas, and California.

Among wholesale grocers, the largest, Super Valu, has announced its intentions to expand into all 50 states (it currently operates in 28). They have lately expanded into Florida, Georgia, Denver, Albuquerque, and tried to buy wholesalers in Arizona and California. Number two Fleming made a large buyout in the Southeast this spring, and Wetterau has bought several retail chains and entered a joint wholesale venture with Kroger in Michigan.

The mergers among both large and small wholesalers could shrink the field from 400 firms to 100 in the next five years, according to a top industry official quoted in *Supermarket News*.

Despite high profits, the grocery industry is acting no different from any other in 1984 in their tough stance towards labor. According to a *Super-*

*market News* editorial: "There's no doubt that the industry will maintain the tough stance in union contract negotiations that it adopted last year. ...it couldn't have been coincidental that NAGWA (wholesale grocers' association) invited John Teets, chairman of Greyhound Corporation, to give a luncheon speech on how his firm had broken its strike against its bus company and won vital concessions..."

*The mergers among both large and small wholesalers could shrink the field from 400 firms to 100 in the next five years, according to a top industry official quoted in Supermarket News.*

To counter this stance the union needs to take a number of steps:

\* *Coordinate bargaining between divisions of companies like Safeway, Kroger, Super Valu.* This would include standardizing contract language to work towards a master contract, like Jimmy Hoffa started at Kroger in 1964. A strong master contract keeps a company from playing divisions off against each other to get what it wants, like Kroger did to get mileage pay for drivers.

\* *Coordinate bargaining within a market area.* Meetings of union negotiators from the different companies to plan a strategy, set common goals, and stick to them. Otherwise a bad deal can get pushed through where management feels strongest, and set a bad pattern for other companies. That's just what happened to the local agreement in Detroit. In the San Francisco Bay Area, the union is taking a *united* stand in bargaining with Safeway, Lucky's, and Alpha-Beta.

\* *Build union solidarity.* When a strike occurs, financial help and support on the picket lines by the union membership from other companies is needed—not just a handful of paid officials marching around for an hour for show.

For example: AP Parts in Toledo. When the company ran scabs in to bust the union, fellow members of the

United Auto Workers and other unions joined the picket lines by the thousands to force the company back to the bargaining table.

When a large company refuses to bargain in good faith, the union should threaten it with *extended picketing to shut down its other operations.* Many Teamster officials don't want to get involved in this, either from a short-sighted "I take care of my own"

attitude, or from fear of rocking the boat. But management itself is rocking the boat more and more.

\* We also need to increase cooperation between the Teamsters and the clerks' and meatcutters' unions. This means respecting picket lines, and giving help in organizing or during disputes with management. Somebody has to make the first move to improve relations, why not the Teamsters?

In many areas, the retail clerks' contracts are under attack by the companies, and the presence of non-union stores adds to the pressure. Instead of feeling smug because our jobs are "safe," let's look at the big picture. You are much stronger at contract time if the stores you service are unionized, and if the union there is strong.

The same retail chains that are

buying in one area may be leaving other areas. They blame it on competition and "labor costs." Often the market has been affected by the entry of non-union stores, or of "super-warehouse" stores.

Teamster contracts have little to do with a chain's profitability in one area. The low-wage competition that hurts the chains is at the store level. The companies should not be able to use the threat of closing against workers at the warehouse level. Still, if a division closes, Teamsters are affected.

To protect Teamster jobs, and keep threats of closing from being a weapon against our contracts, we need:

\* Strong follow-the-work clauses and subcontracting language to protect you if your work is shifted.

\* Strong successor clauses in case of buyouts.

\* Chain-wide preferential hiring that would give employees at one division some form of job rights if their division were to close. This would help guard your pension.

\* Area-wide rehire agreements so that if your chain closes, you get first call when other companies pick up the slack. Teamsters in the brewing and soft drink industries have this in some areas now.

These are some of the solutions our union will have to adopt if they are to meet the challenge of the big corporations. Teamsters from many grocery chains will be meeting this fall to trade ideas and experiences. They will be in Chicago October 13-14 at the TDU Convention. If you plan to attend you can be part of the solution, too.

## Detroit Grocery Teamsters Pay for Union's Inaction

Detroit area grocery Teamsters have been hit hard by employer concessions and a union leadership that plays right into management's hands.

Coming off a two-year wage freeze, they've been forced into a very poor contract at three of the six warehouses. At all three companies — Kroger, Spartan and Borman's — the first offer recommended by the union was rejected. They then passed the second time, after the union officials made clear they would do no more for the members.

The worst feature is the "two-tier" provision. Under this clause, anyone hired under the new contract will be paid anywhere from \$7/hour, with \$9 the highest possible rate. That's \$4 below the current rate, with no provision to ever catch up. It's an employer's dream, a union's nightmare.

These new employees will also get no premium pay for Saturdays or Sundays, can be scheduled on non-consecutive days, and greatly reduced benefits. The new contract also greatly widens the use of casuals, at reduced wages.

Only Borman's got a raise in the first year. They got 25c now and \$1 over three years. This hardly made anyone happy. Those who voted in favor did so because they saw no other choice.

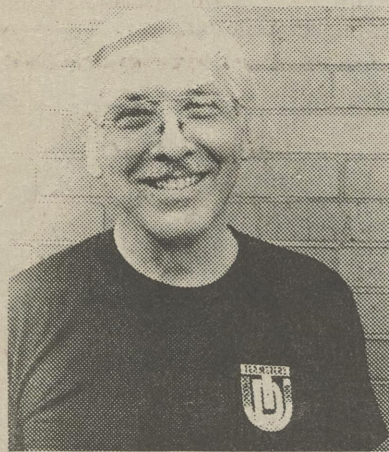
The union bargained a contract first with Kroger, who was threatening to pull out of the area, thus giving the companies a big edge. Local 337, which is headed by International VP Robert Holmes, allowed the members to be divided up and have Kroger set the bargaining conditions. Local 337 has played up the formation of a "Steward's Advisory Committee" earlier this year which would "meet from time to time in case the negotiations take place on a company by company basis." The idea of this committee and coordinated bargaining was a good one. The fact that it was only a publicity move and not a serious effort was a setback for the local.

The Kroger contract was then taken to the other chains. Allied Supermarkets workers have held out and twice rejected the contract pushed by the union officials. Chatham's and A&P are waiting their turn.

Kroger has just announced it will sell its 70 Michigan stores, like it did in Pittsburgh, if the retail clerks union refuses to take enormous concessions.

Grocery Teamsters outside the Detroit area should note that the head of the local which allowed the members to be divided up and OKed the anti-union "two-tier" set-up, Robert Holmes, is also the national chairman of the union's warehouse division!

## New TDU T-Shirts Available!



Summer is here and it's T-Shirt weather. We have new T-Shirts that display the TDU emblem on the left front of the shirt. They are stylish, durable and let you show your pride in TDU. Price is only \$6.00. Order yours today!

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